

Total No. of Printed Pages—4

6 SEM TDC COMT 3 (Sp)

2015

(May)

COMMERCE

(Speciality)

Course : 603

(Compensation Management)

Full Marks : 80

Pass Marks : 32

Time : 3 hours

*The figures in the margin indicate full marks
for the questions*

1. Answer the following as directed : $1 \times 8 = 8$

- (a) Compensation Management is a process of determining cost-effective pay structure. (Write True or False)
- (b) "Employee's Acceptance of Compensation Level" is one of the economic theories of compensation. (Write True or False)
- (c) Marginal productivity theory of compensation was propounded by _____.
(Fill in the blank)

- (d) Internal compensation structure is one of the — theories of compensation.
 (Fill in the blank)
- (e) Loans and Advances are example of —.
 (Fill in the blank)
- (f) Executive compensation refers to the total reward provided by the firms to the shop floor employees.
 (Write True or False)
- (g) Payment of Bonus Act, 1965 provides for payment of — to employees.
 (Fill in the blank)
- (h) Mention one characteristic of an effective performance reward plan.
2. Write short notes on any *four* of the following : $4 \times 4 = 16$
- (a) Compensation differentials
 - (b) Functions of wage boards
 - (c) Ethics in compensation management
 - (d) Legal environment of compensation
 - (e) Profit sharing and bonus
 - (f) Problems of executive compensation

(3)

3. (a) Define the term compensation management. Discuss the objectives of compensation management. 3+9=12

Or

- (b) Explain the principles of compensation management. 12

4. (a) Explain the behavioural theories of compensation. 11

Or

- (b) Explain the compensation strategies with suitable examples.

5. (a) Describe briefly the process of designing compensation system. 11

Or

- (b) What is compensation level planning? Discuss the factors influencing compensation level planning. 3+8=11

6. (a) Define performance appraisal. Discuss briefly about the process of performance appraisal. 4+7=11

Or

- (b) What is strategic compensation? Discuss the approaches to strategic compensation. 3+8=11

(4)

7. (a) Discuss the models of executive compensation with suitable examples. 11

Or

- (b) Discuss the challenges in compensation management.

★ ★ ★